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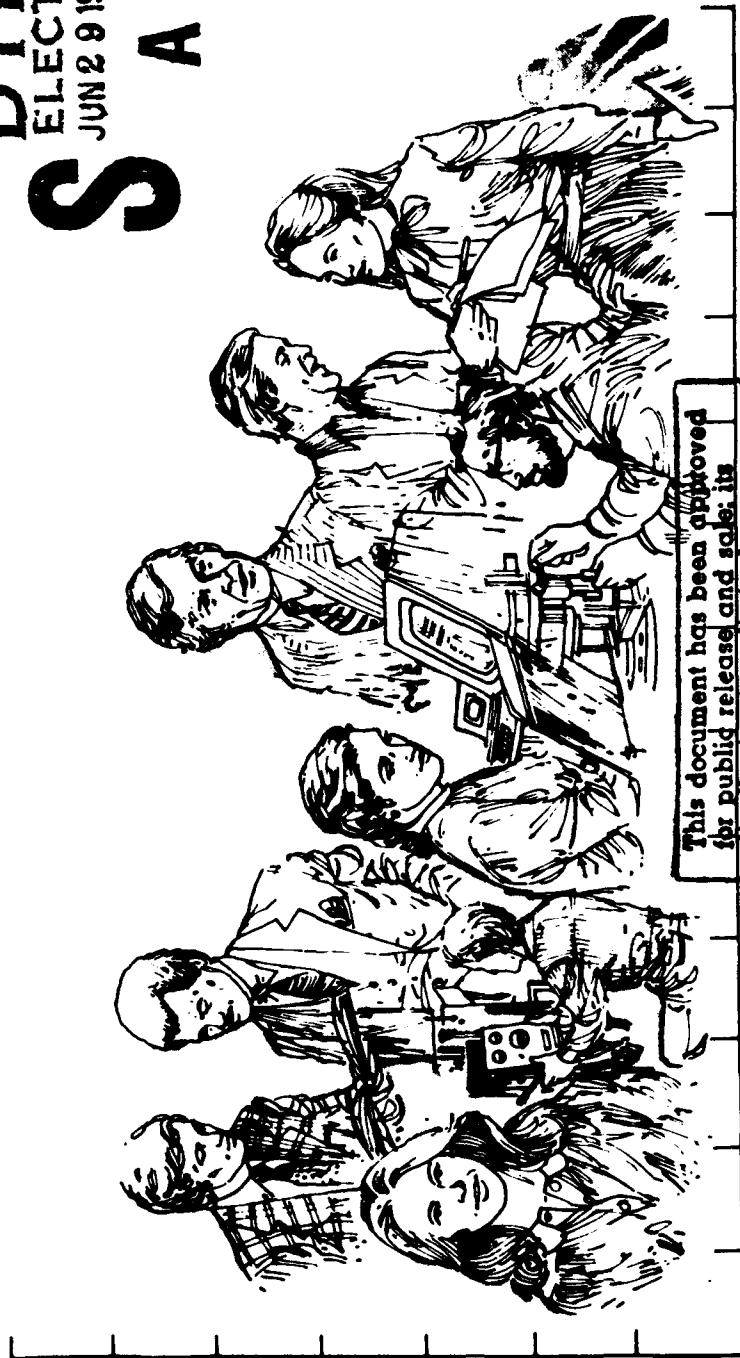
Department of Defense

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CIVILIAN MANPOWER STATISTICS

Quarter Ending March 31, 1992

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DIRECTORATE FOR INFORMATION

Department of Defense

CIVILIAN MANPOWER STATISTICS

Quarter Ending March 31, 1992

Issued Quarterly by
Washington Headquarters Services
Directorate for Information
Operations and Reports (DIOR)

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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, "Monthly Report of Federal Civilian Employment."

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,
According to Defense Component - March 31, 1992**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,034,622	353,884	322,132	220,404	138,202
DIRECT HIRE	969,920	311,124	311,967	211,435	135,394
INDIRECT HIRE	64,702	42,760	10,165	8,969	2,808
TOTAL EMPLOYMENT	1,041,365	355,911	324,121	222,128	139,205
DIRECT HIRE	976,663	313,151	313,956	213,159	136,397
INDIRECT HIRE	64,702	42,760	10,165	8,969	2,808
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	27,413	27,412	0	1	0
TOTAL EMPLOYMENT	29,300	29,299	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,062,035	381,296	322,132	220,405	138,202
DIRECT HIRE	997,333	338,536	311,967	211,436	135,394
INDIRECT HIRE	64,702	42,760	10,165	8,969	2,808
TOTAL EMPLOYMENT	1,070,665	385,210	324,121	222,129	139,205
DIRECT HIRE	1,005,963	342,450	313,956	213,160	136,397
INDIRECT HIRE	64,702	42,760	10,165	8,969	2,808

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

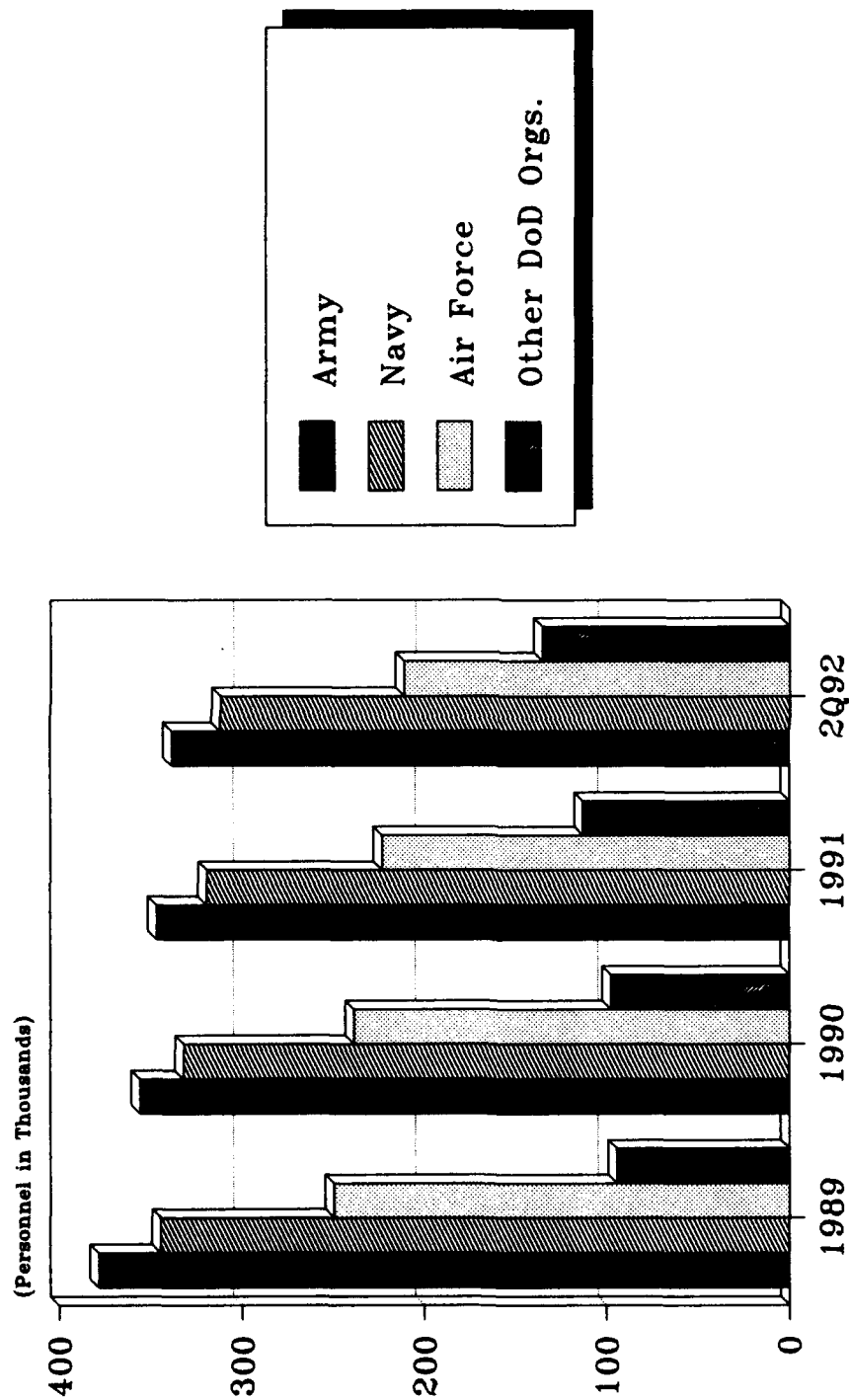
**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 88	30 SEP 89	30 SEP 90	30 SEP 91	31 JAN 92	29 FEB 92	31 MAR 92	
MILITARY FUNCTIONS	1,090,479	1,117,449	1,073,227	1,044,300	1,038,612	1,034,613	1,034,622	
DIRECT HIRE a/	1,010,306	1,037,632	997,197	974,169	970,634	969,351	969,920	
INDIRECT HIRE b/	80,173	79,817	76,030	70,131	67,978	65,262	64,702	
ARMY	394,842	405,008	382,058	366,948	358,374	355,627	353,884	
DIRECT HIRE	338,525	349,171	328,688	318,543	311,007	311,561	311,124	
INDIRECT HIRE	56,317	55,837	53,370	48,405	47,367	44,066	42,760	
NAVY	348,570	354,942	342,101	329,592	324,337	323,816	322,132	
DIRECT HIRE	338,369	344,436	331,982	319,421	314,157	313,576	311,967	
INDIRECT HIRE	10,201	10,506	10,119	10,171	10,180	10,240	10,165	
AIR FORCE	254,070	261,571	249,862	233,491	220,665	220,663	220,404	
DIRECT HIRE	242,029	249,662	238,831	223,319	211,633	211,674	211,435	
INDIRECT HIRE	12,041	11,909	11,031	10,172	9,032	8,989	8,969	
OTHER DoD ORGANIZATIONS c/	92,997	95,928	99,206	114,269	135,236	134,507	136,789	
DIRECT HIRE	91,383	94,363	97,696	112,886	133,837	132,540	135,394	
INDIRECT HIRE	1,614	1,565	1,510	1,383	1,399	1,967	1,395	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	30,446	29,248	27,258	28,252	27,057	27,189	27,413	
ARMY	30,444	29,246	27,257	28,251	27,056	27,188	27,412	
AIR FORCE	2	2	1	1	1	1	1	
TOTAL MILITARY AND								
CIVIL FUNCTIONS	1,120,925	1,146,697	1,100,485	1,072,552	1,065,669	1,061,802	1,062,035	
DIRECT HIRE a/	1,040,752	1,066,880	1,024,455	1,002,421	997,691	996,540	997,333	
INDIRECT HIRE b/	80,173	79,817	76,030	70,131	67,978	65,262	64,702	

a/As reported officially to the Office of Personnel Management
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments
c/See Glossary for a list of Other DoD Organizations

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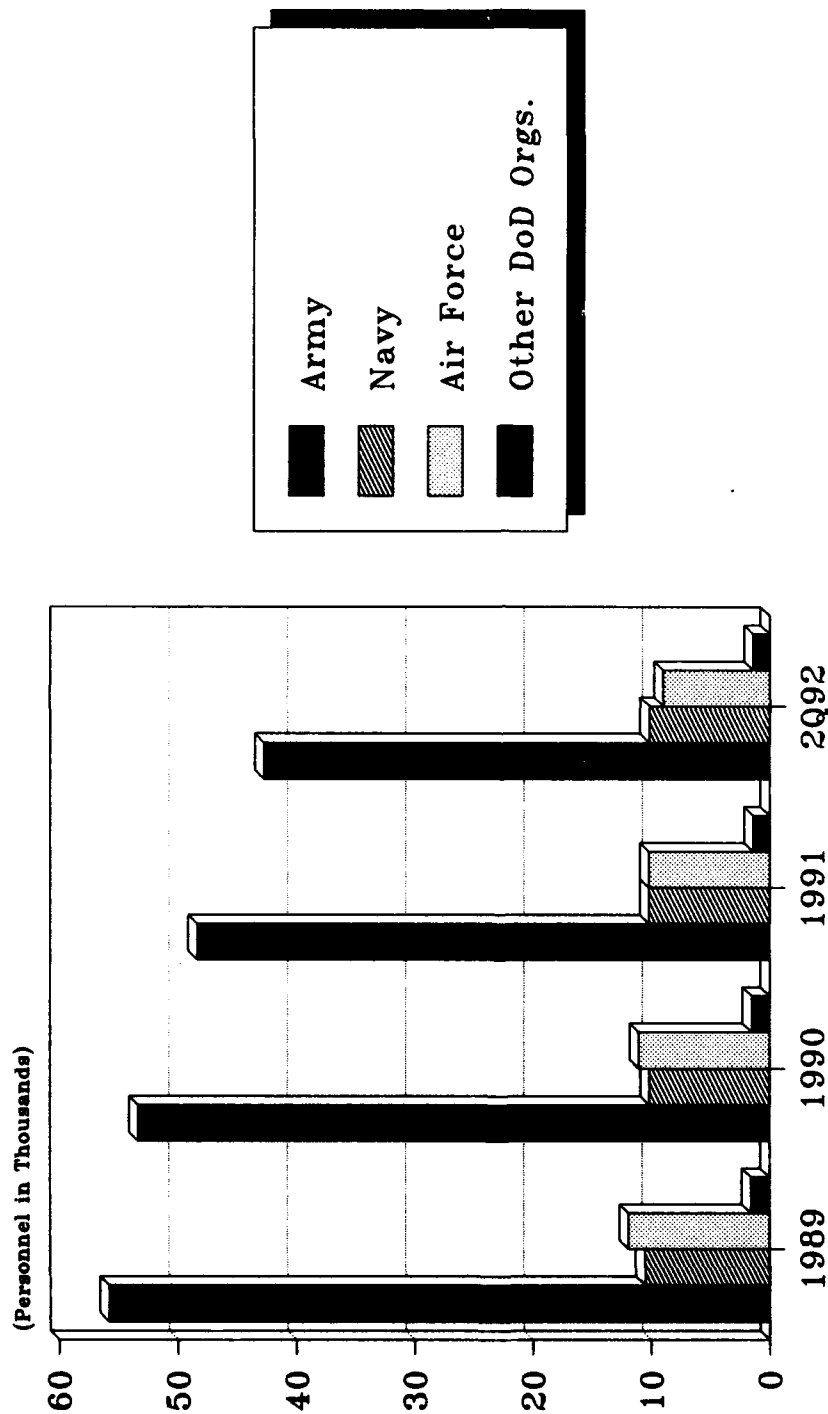
TRENDS IN DoD DIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1

TRENDS IN DoD INDIRECT HIRE CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTION



FISCAL YEAR

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Figure 2

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 92	29 FEB 92	31 MAR 92		31 JAN 92	29 FEB 92	31 MAR 92
MILITARY FUNCTIONS							
ARMY	970,634	969,351	969,920	935,120	874,128	873,743	874,079
NAVY	311,007	311,561	311,124	292,569	270,809	271,067	271,380
AIR FORCE	314,157	313,576	311,967	301,309	290,556	290,135	288,756
	211,633	211,674	211,435	209,087	199,422	199,365	199,203
OSD & ORGANIZATIONS SERVICED b/							
DeCA	4,399	4,423	4,432	3,749	4,212	4,228	4,244
DCAA	19,515	18,446	20,650	19,073	0	9,014	9,980
DFAS	6,118	6,079	6,052	5,675	6,017	5,982	5,959
DISA	10,985	11,270	11,418	11,877	10,425	10,721	10,957
DIS	2,408	2,416	2,473	2,698	2,355	2,363	2,418
DLA	3,714	3,708	3,690	3,474	3,610	3,599	3,587
DMA	57,065	56,835	57,144	53,531	54,134	54,185	54,532
DNA	7,963	7,955	7,963	7,542	7,764	7,731	7,713
DSA c/	795	801	803	863	719	726	727
DoDDS	18,522	18,236	18,391	17,682	12,256	12,487	12,495
DoD IG	1,498	1,495	1,499	1,539	1,491	1,489	1,493
DICA d/				2,681			
OSIA	164	171	176	357	158	165	170
USUHS	691	705	703	819	470	486	465
CIVIL FUNCTIONS							
ARMY	27,057	27,189	27,413	N/A	25,957	26,071	26,264
AIR FORCE	27,056	27,188	27,412		25,956	26,070	26,263
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	997,691	996,540	997,333	N/A	900,085	899,814	900,343

a/ See the Glossary for Component names.

b/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

c/ Actual numbers are included in DLA.

d/ Actual numbers are included in the military services and selected Defense organizations.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT

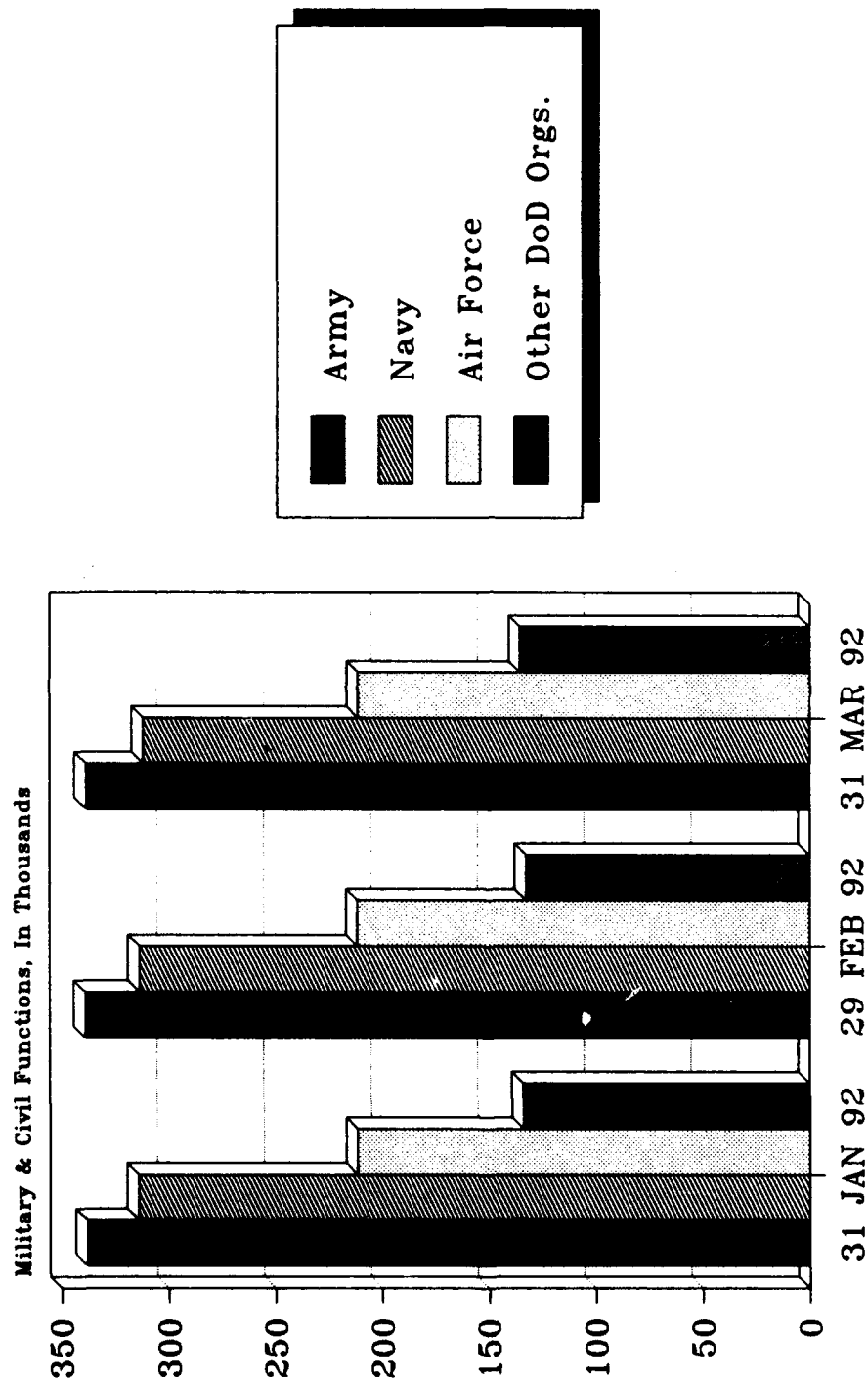


Figure 3 - Total Employment

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TABLE 4

**DoD Direct and Indirect Hire Civilian Personnel by Component
(Excluding the Military Departments) - March 31, 1992 a/**

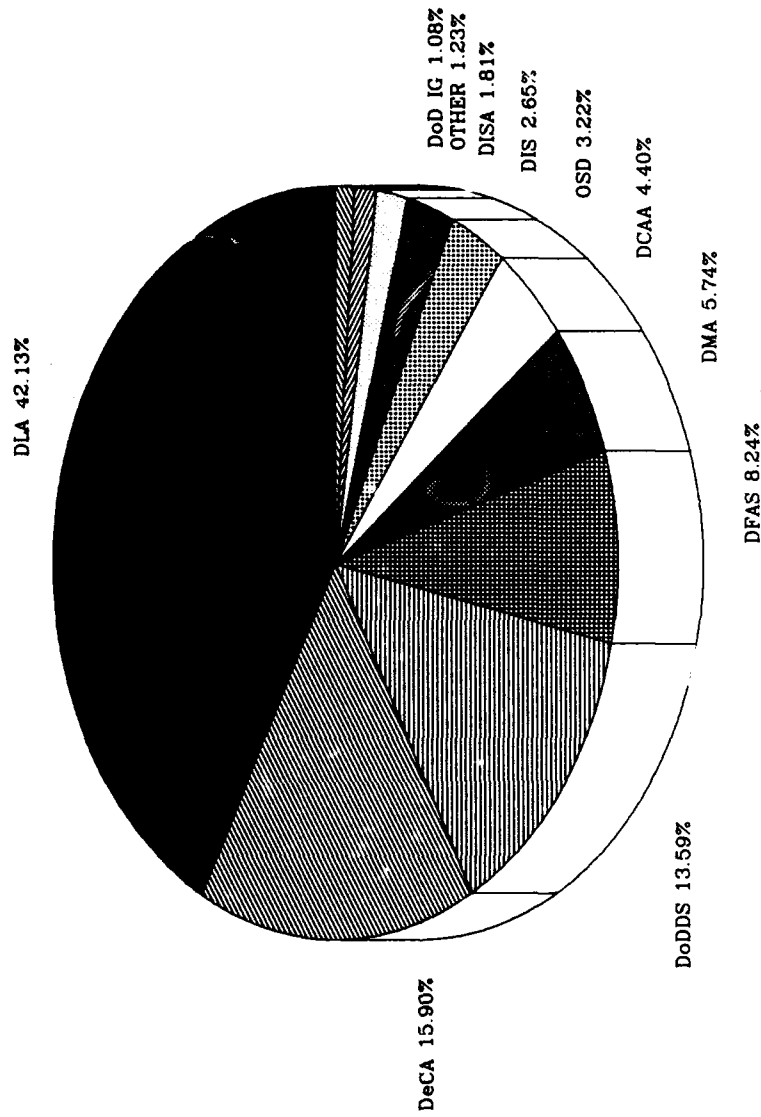
DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD b/ DEFENSE COMMISSARY AGENCY DEFENSE CONTRACT AUDIT AGENCY	4,487 22,133 6,126	4,474 20,720 6,121	13 1,413 5
DEFENSE FINANCE AND ACCOUNTING SERVICE DEFENSE INFORMATION SYSTEMS AGENCY DEFENSE INVESTIGATIVE SERVICE	11,476 2,516 3,694	11,476 2,506 3,694	0 10 0
DEFENSE LOGISTICS AGENCY DEFENSE MAPPING AGENCY DEFENSE NUCLEAR AGENCY	58,653 7,988 821	57,814 7,987 821	839 1 0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS DEPARTMENT OF DEFENSE INSPECTOR GENERAL ON-SITE INSPECTION AGENCY	18,917 1,500 176	18,391 1,499 176	526 1 0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	718	718	0
TOTAL	139,205	136,397	2,808

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT DECEMBER 31, 1991



Excludes Military Departments

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FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - March 31, 1992 a/**

TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,005,963	342,450	313,956	213,160	136,397
BY STATUS					
FULL-TIME	977,704	334,954	309,845	210,140	122,765
PART-TIME	24,412	7,170	4,010	2,645	10,587
INTERMITTENT	3,847	326	101	375	3,045
BY CAREER SERVICE CATEGORY					
COMPETITIVE	847,114	276,797	284,323	175,281	110,713
EXCEPTED AND SES	158,849	65,653	29,633	37,879	25,684
BY TYPE OF APPOINTMENT					
PERMANENT	913,007	301,739	291,060	200,562	119,646
TEMPORARY/INDEFINITE	92,956	40,711	22,896	12,598	16,751
BY CITIZENSHIP					
U.S. CITIZENS	975,598	329,335	301,717	209,836	134,710
NON-CITIZENS	30,365	13,115	12,239	3,324	1,687
BY LABOR CATEGORY					
SALARIED	726,012	264,808	209,019	140,878	111,307
WAGE BOARD	279,951	77,642	104,937	72,282	25,090

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - March 31, 1992 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,005,963	342,450	313,956	213,160	136,397
UNITED STATES	921,601	306,207	293,455	203,652	118,287
BY LOCATION					
WASHINGTON, D.C., SMSA c/	86,720	26,806	35,684	5,991	18,239
REMAINDER OF U. S.	834,881	279,401	257,771	197,661	100,048
BY LABOR CATEGORY					
SALARIED	657,772	232,481	197,885	132,407	94,999
WAGE BOARD	263,829	73,726	95,570	71,245	23,288
BY CITIZENSHIP					
U. S. CITIZENS	920,963	305,865	293,297	203,613	118,188
NON-CITIZENS	638	342	158	39	99
U. S. TERRITORIES	7,743	1,356	4,438	847	1,102
BY LABOR CATEGORY					
SALARIED	4,235	956	2,074	414	791
WAGE BOARD	3,508	400	2,364	433	311
BY CITIZENSHIP					
U. S. CITIZENS	7,726	1,350	4,429	845	1,102
NON-CITIZENS	17	6	9	2	0
FOREIGN COUNTRIES	76,619	34,887	16,063	8,661	17,008
BY LABOR CATEGORY					
SALARIED	64,005	31,371	9,060	8,057	15,517
WAGE BOARD	12,614	3,516	7,003	604	1,491
BY CITIZENSHIP					
U. S. CITIZENS	46,909	22,120	3,991	5,378	15,420
NON-CITIZENS	29,710	12,767	12,072	3,283	1,588

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - March 31, 1992**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
AUSTRALIA	1	0	0	0	1
BELGIUM	793	748	0	2	43
CANADA	1	0	0	0	1
EGYPT	1	0	0	0	1
FRANCE	3	0	0	0	3
GERMANY	41,677	35,363	3	4,408	1,903
GREECE	125	0	4	89	32
INDIA	1	0	0	0	1
ITALY	1	0	0	0	1
JAPAN	16,703	3,248	9,097	3,784	574
KOREA	2,766	2,766	0	0	0
LUXEMBOURG	26	26	0	0	0
MALAYSIA	3	0	0	0	3
NETHERLANDS	700	609	0	64	27
PHILIPPINES	3	0	0	0	3
SPAIN	753	0	6	622	125
TURKEY	2	0	0	0	2
UNITED KINGDOM	1,143	0	1,055	0	88
TOTAL	64,702	42,760	10,165	8,969	2,808

a/See the Glossary for a list of Other DoD Organizations.

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GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)

*Joint Chiefs of Staff (JCS)

Department of Defense Inspector General (DoD IG)

Department of Defense Agencies:

*Defense Advanced Research Projects Agency (DARPA)

Defense Commissary Agency (DeCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Information Services Agency (DISA)

Defense Investigative Service (DIS)

*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

*Defense Security Assistance Agency (DSAA)

**Defense Support Activity (DSA)

On-Site Inspection Agency (OSIA)

*Strategic Defense Initiative Organization (SDIO)

NOTE: *Organizations serviced by OSD.

**Organization serviced by DLA.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Medical Support Activity (DMSA)
- *Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- **Drug Interdiction and Counter-Narcotics Account (DICA)
- *Office of Civilian Health and Medical Program
for the Uniformed Services (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: *Organizations serviced by OSD
**Organization serviced by military services and selected Defense organizations.

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salariied Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)